



West Yellowstone K-12 Schls

Box 460

West Yellowstone, MT 59758

County Name - Gallatin

2009-2010 Student Enrollment - 232

Teacher Evaluation

1) Where is the formal written evaluation process for teachers defined?

Answer – Collective bargaining agreement

2) How often are non-tenured teachers required to receive a formal written evaluation?

Answer - Two times a year

3) How often are tenured teachers required to receive a formal written evaluation?

Answer - Annually

4) Check all components that are utilized in the teacher evaluation instrument. **X indicates selected answer(s)**

- ☒ Rating scale
- ☒ Evaluation rubric
- ☐ Standards based evaluation
- ☒ Teacher Reflection/self-evaluation
- ☐ Peer Evaluation
- ☐ Other –

5) Please describe how the district uses the results in making decisions relating to teacher development, compensation, promotion, retention, and removal.

Answer - Teacher Development: N/A Compensation: N/A Promotion: If the evaluation is good, they will be recommended for teaching the following year. Retention: N/A Removal: If the evaluation is not good, the teacher will be placed on a growth plan stating what area(s) need to be worked on. If improvement is not made, the teacher could possibly be non-remewed.

6) Does the system used by the district to evaluate the performance of teachers include student achievement outcomes or student growth data as an evaluation criterion?

Answer - No

7) Do the district's teachers receive an overall performance rating or level as part of the formal evaluation process? An example of performance level names would be: Ineffective, Effective, Highly Effective.

Answer - No

8) If you Answered Yes to question 7 above, does your system publicly report the number and percentage of teachers at each performance level?

Answer - No

Principal Evaluation

1) Where is the formal written evaluation process for principals defined?

Answer - District policy

2) How often are non-tenured principals required to receive a formal written evaluation?

Answer – Annually

3) How often are tenured principals required to receive a formal written evaluation?

Answer - Annually

4) Which of the following components are utilized in the principal evaluation instrument? **X indicates selected answer(s)**

- X** Rating scale
- X** Evaluation rubric
- X** Evaluator narrative
- Standards based evaluation
- Principal reflection/self-evaluation
- Other-

5) Please describe how the district uses the results in making decisions relating to principal development.

Answer - Principal development: Pursuant to a conversation between the principal and the superintendent as to needs / areas of weaknesses. Compensation: Principal negotiates own contract with board - not necessarily based on Evaluation Promotion / Removal: Usually a principal will be given a second year contract to work on weak areas. If insufficient gains are made the second year, the superintendent would recommend non-renew.

6) Does the system used by the district to evaluate the performance of principals include student achievement outcomes or student growth data as an evaluation criterion?

Answer - No

7) Do the district's principals receive an overall performance rating or level as part of the formal evaluation process? An example of performance level names would be: Ineffective, Effective, Highly Effective.

Answer - No